

PART I – THE SCHEDULE

SECTION C - STATEMENT OF WORK

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PART I – THE SCHEDULE

SECTION C - STATEMENT OF WORK

C.1 OVERVIEW AND OBJECTIVES

The Department of Energy (DOE) is acquiring a contractor to provide security services at the Savannah River Site (SRS) to include uniformed protective force, in accordance with DOE Manual 470.4-3, to provide physical protection of DOE and National Nuclear Security Administration (NNSA) security interests and perform related duties at the Savannah River Site, the Central Savannah River Area, and, on a case-by-case basis, at other locations as directed by the DOE Contracting Officer.

It is the DOE mission to ensure America's nuclear security, protect its facilities and infrastructure, and ensure safe and secure workplaces. SRS contains diverse facilities and assets, which, along with its people, are of critical importance to the DOE mission. In serving the national interest and implementing the DOE mission, the SRS strives to ensure its programs, operations, and resources are managed in an open, safe, environmentally sound, and cost-effective manner.

C.2 SAVANNAH RIVER SITE DESCRIPTION

The SRS complex covers 310 square miles encompassing parts of Allendale, Aiken, and Barnwell counties in South Carolina, bordering the Savannah River. The site is government-owned and contractor-operated and maintained. Some areas and facilities that will have to be protected at the SRS are as follows:

- General Site - including perimeter barricades controlling personnel and vehicular access/egress, vendor/visitor escort requirements, electric and water distribution facilities, and designated interests outside of specifically-fenced areas
- Savannah River National Laboratory and Technical Area - controlling personnel and vehicle access/egress
- 700 Area Administrative Area controlling personnel and vehicle access/egress, including security records vault and processing area
- 700 Technical Area
- 700 Shops and Warehouse Area
- 700 Support Area
- B Area Administrative Facilities
- 300 M Area
- 200 F/H High Level Waste
- 772-F Laboratory
- E Area Low Level Waste Facilities
- 200 F Chemical Separations Area

- 200 H Chemical Separations Area
- 200 L Storage Area
- Consolidated Tritium Facilities
- 200 S Defense Waste Processing Facility
- 100 C Reactor
- 100 K Material Storage
- 100 L Reactor
- 100 P Reactor
- 100 R Reactor
- 400 D Area and Boat Docks
- Construction Central Shops Area
- Mixed Oxide Fuel Fabrication Facilities (MFFF)
- Pit Disassembly and Conversion Facility
- Waste Solidification Facilities
- Z Area Salt Waste Processing
- Various Support Facilities
- Hydrogen Technology Research Center
- University of Georgia Conference Center
- Other designated temporary facilities at the SRS, the Central Savannah River Area, or at other DOE facilities and locations which may require temporary protection
- Future permanent sites and areas that may require protection as directed by the Contracting Officer

C.3 SCOPE

The Contractor shall provide, train, and maintain a protective force and staff to include security personnel, supervisors, managers, maintenance, administrative, and clerical personnel to sufficiently support the requirements of this contract. In supporting the requirements of this contract, the Contractor shall comply with all DOE/NNSA directives specified in Section J, Attachment D entitled DOE/NNSA Directives and Other Related Documents.

The work to be procured involves protecting Government owned or leased property and material, Category I-IV Special Nuclear Material (SNM), classified and sensitive information, vital facilities, support facilities, and personnel and visitors at the Savannah River Site. Contractor personnel must be available to adequately address strategies of denial, neutralization, containment, recapture, recover and/or pursuit seven days a week, 24 hours a day within required timelines while being able to retain maximum concentration of resources in a tactical posture. In performing the requirements, the Contractor shall be responsible for coordination with other onsite contractors.

The contractor shall provide minimum staffing requirements after award in accordance with the SR Site Safeguards and Security Plan (SSSP) protection strategy based on the DOE Design Basis Threat (DBT). The Contractor shall continuously staff the minimum

posts which will be specified by DOE with competently-trained, fully qualified, uniformed, armed and unarmed, and well-disciplined personnel to perform the services required. Further, the Contractor shall maintain the capability to provide trained and fully-qualified personnel to meet staffing levels during emergency periods.

The Contractor shall perform functions that include, but are not limited to, the following:

- Protect SNM and vital facilities against unauthorized access; theft, diversion, loss of custody, or destruction of components for nuclear weapons; espionage; loss or theft of classified matter or Governmental property; and other hostile acts that may cause unacceptable adverse impacts on national security or on the health and safety of employees, the public or the environment;
- Deter, prevent, detect and respond to unauthorized possession, use or sabotage of SNM and vital facilities;
- Enforce the law and investigate crimes;
- Staff security posts, patrol designated areas, and control access to the general site at perimeter barricades;
- Operate alarm monitoring centers and perform escort duties;
- Maintain tactical, explosive, and chemical/biological response teams;
- Maintain aviation (helicopter) and canine operations;
- Coordinate and provide security for the transport of nuclear material;
- Train and maintain certifications and qualifications in security force competencies;
- Develop, maintain and issue procedures and orders governing protective force operations;
- Process site clearances and maintain personnel security records as required by DOE directives;
- Maintain equipment used in protective force operations and an adequate inventory control system for all personal property;
- Establish and manage site safeguards and security programs to ensure cost effective delivery of services with a proper skill mix;
- Plan, conduct and document performance tests to evaluate, train and forecast for optimal force operations;
- Establish and maintain required reporting systems; and,
- Provide appropriate administrative support to ensure continued performance.

The contractor shall furnish management, supervision, labor, training, uniforms, badges, equipment, material and supplies, and all other necessities, except as provided by DOE, to provide and maintain the services required at all times. Savannah River Site rules and regulations, approved by DOE, will be enforced by the Contractor as part of this contract.

The Contractor may enter into subcontracts for the performance of certain work under this contract only when given consent by the Contracting Officer.

The Contractor shall ensure that its employees present the best possible appearance at all times, including being neatly uniformed and groomed and treating persons in a professional, courteous manner.

C.4 RESERVED

C.5 TECHNICAL REQUIREMENTS

C.5.1 PROTECTIVE FORCE OPERATIONS

C.5.1.1 Force Requirements

Protective Force members designated as “Security Police Officers (SPO)” shall meet the applicable medical and physical fitness qualification standards contained in 10 CFR Part 1046 Physical Protection of Security Interests, 10 CFR Part 1047 Limited Arrest Authority and Use of Force by Protective Force Officers, DOE M 470.4-3 Chg 1, entitled Protective Force as identified in Section J, Attachment D, entitled DOE/NNSA Directives and Other Related Documents and all other applicable agency directives. In addition, the Contractor may need to comply with the Nuclear Regulatory Commission security requirements contained in 10 CFR 73, Physical Protection of Plants and Materials to safeguard the Mixed Oxide Fuel Fabrication Facilities (MFFF).

All protective force members assigned to work at the SRS shall be competently-trained, fully-qualified, uniformed, and well-disciplined prior to being assigned to perform security related duties. They must comply with Departmental medical, physical fitness and firearms qualifications and training requirements and maintain the appropriate level of DOE clearances and special access information categories. After a period of training and DOE approved qualification, all SPO members of the protective force shall be granted the authority to carry firearms, make arrests, and use deadly force when necessary. See 10 CFR Part 1047 and the DOE Manual on Protective Force as identified in Section J, Attachment D entitled DOE/NNSA Directives and Other Related Documents.

The Contractor shall provide experienced, qualified, competent and trained management and full-time supervision of all protective force members to ensure optimal performance of duties. The Contractor shall be highly selective of protective force supervision and assure that knowledge of DOE requirements is commensurate with the supervisory level. Supervisory staff shall be given authority and responsibility to implement applicable DOE requirements.

C.5.1.2 Protective Force

The protective force shall perform functions including, but not limited to, the following:

- Deter, prevent, detect, and respond to unauthorized possession, use, or sabotage of SNM and vital facilities utilizing all available resources including deadly force;
- Enforce the law and conduct criminal investigations;
- Develop, maintain and issue procedures and orders governing protective force operations;
- Perform escort duties; and,
- Secure and maintain safe operations by staffing security posts, and patrolling designated areas.

The protective force will be organized into tactically cohesive units to promote maximum effectiveness in protecting the most valuable Departmental assets from an armed terrorist threat as required by the DOE M 470.4-3 Chg 1 entitled Protective Force as identified in Section J, Attachment D entitled DOE/NNSA Directives and Other Related Documents. Each unit will have appropriate operational command, control and communication systems. Site tactical response plans are or will be developed around the unit concept rather than individual response positions.

C.5.1.3 Perimeter Protection

The Contractor shall provide qualified personnel to control access to the General Site by operating perimeter barricades, operating and maintaining special vehicle inspection equipment, escorting vendor deliveries, and providing other duties as identified in written plans, post orders (POs), general orders (GOs), and procedures. The Contractor shall develop and implement programs to facilitate the orderly flow of vehicles in coordination with the Site Traffic Safety Subcommittee and other protective force programs to allow for the maximum concentration of resources in a tactical posture.

C.5.1.4 Command and Alarm Centers

The Contractor shall maintain a trained cadre of personnel capable of operating sophisticated alarm monitoring centers in accordance with DOE M 470.4-2 and site-specific requirements. The monitoring of critical SRS facilities security alarm systems and the rapid dispatch of response personnel for alarm assessment is the primary function of Center operators. Equipment includes, but is not limited to, alarm annunciators, graphic display panels, closed circuit television, and assessment monitors.

Centers are required to be continuously manned by properly trained and qualified personnel with knowledge of the tactical environment and the response force. The Center's operators shall adequately dispatch response personnel to the scene of a security emergency or other emergency condition in a timely fashion.

C.5.1.5 Law Enforcement and Criminal Investigations

The Contractor shall provide a full service Law Enforcement function which shall maintain law and order at the Savannah River Site. In addition to being South Carolina Constables, they will respond to violations of Federal law relating to matters of security interest to DOE, make immediate notification to DOE of any felonious criminal violations, and provide timely notification of all misdemeanor violations. Law enforcement personnel also develop programs to prevent accidents, facilitate the orderly flow of vehicles in coordination with all contractors on site, conduct traffic accident investigations, provide a traffic enforcement function, and provide for the detection and deterrence of criminal offenders through patrol functions and specialized investigations. The Contractor shall manage and maintain Commission on Accreditation for Law Enforcement Agencies (CALEA) accreditation for the law enforcement and criminal investigations responsibilities and meet all CALEA requirements as directed by the Commission.

Personnel assigned to this function shall be knowledgeable of and abide by Memorandums of Understanding (MOUs) established by DOE with Local Law Enforcement Agencies (LLEAs). The Contractor shall maintain a comprehensive, uniform set of written directives and operational goals, which provide direction to law enforcement personnel. The Contractor will also be expected to provide reports and analyses necessary for fact-based, informed management decisions. The Contractor must also maintain accountability and facilitate the pursuit of professional excellence through ongoing review, revision and reaccreditation assessments. Personnel assigned to this function will monitor the integrity of the general site boundary fence line and conduct random river patrols on that part of the Savannah River contingent to Savannah River Site property, to detect and apprehend trespassers. Personnel assigned to this function will provide emergency law enforcement response to natural or security incidents on the Savannah River Site.

The Contractor shall conduct preliminary investigations of all violations of law at the SRS sufficient to facilitate complete reports. The Contractor shall employ and provide a staff of professional criminal investigators, trained and equipped to conduct criminal and administrative investigations into violations of state and Federal law or administrative regulations which

occur inside the boundaries of the SRS. The Contractor will assist DOE with administrative investigations when requested.

The staff must be trained in psychological interview and interrogation, crime scene investigation, rules of evidence, court procedures, search and seizure, case management, use-of-force discipline, and qualified with, at a minimum, a DOE issue handgun. Investigators must be trained as initial responders in cyber security/criminal investigations, explosive incident investigations and incident management support, and hostage negotiations. Investigators must be proficient in the use of evidence collecting equipment, crime scene photography, and crime scene techniques. Investigators must complete and maintain extensive case management files on all investigations. Investigators must be proficient in crime prevention, public speaking and have an accurate knowledge of state and local laws, federal statutes and offenses. The investigator must be well versed in crimes and offenses, elements of offenses, constitutional law, and federal court procedures. Investigators will provide VIP security support. Criminal Investigators will provide site organizations with arrest protocols and effect arrests, serve warrants, and assist local agencies with civil process service.

The investigative staff must maintain an evidence vault to store evidence collected for all suspected violations. Additionally, the investigative staff must maintain proficiency in the current evidence processing rules, regulations, and certifications in drug identification and testing, as required by South Carolina courts.

In order to provide arrest authority in conducting law enforcement activities on the Savannah River Site, the Contractor shall nominate qualified Security Police Officers to be submitted to the Governor of the State of South Carolina to serve as Special State Constables with authority as described in Title 23, Chapter 7 of the Code of Laws of South Carolina, 1976 as amended. Application forms and any required bonds shall be submitted to the Department of Energy for forwarding to the Governor's Office. These selected members shall have the ability to successfully complete the training requirements at the South Carolina Criminal Justice Academy. The Contractor shall work in concert with local Magistrate courts and Solicitor Offices in prosecuting traffic and criminal cases and maintaining all administrative documentation relating to enforcement and prosecution.

C.5.2 SPECIAL OPERATIONS

C.5.2.1 Special Response Team (SRT)

The Contractor shall maintain a Special Response Team (SRT) available at all times capable of resolving incidents that require force options that exceed the capabilities of Security Police Officer (SPO)-I and -II personnel and/or existing physical security systems. This cadre must be staffed with qualified and certified SPO-III personnel deployed as one or more dedicated teams with specialized weapons and equipment, operating from mobile tactical vehicles, as ground assault forces or a combination of both. The Contractor's SRT must comply with the requirements of DOE M 470.4-3 Chg.1 Chapter III.

Special Response Team personnel shall maintain an in-depth and current knowledge of SRS critical facilities layouts, and be capable of effective and ready response in executing both defensive and offensive operations. Specifically, the SRT shall be prepared to resolve adversary actions using force options (including, but not limited to, open-air, mobile, stronghold, and emergency assault using dynamic and covert techniques) and team tactics for interdiction, interruption, neutralization, containment, denial, recapture, recovery, and pursuit operations.

The Contractor shall maintain current and exercise SRT response plans. The plans shall maximize the probability of successful neutralization of a force consisting of well-equipped, trained and dedicated adversaries. Such plans are subject to DOE approval.

C.5.2.2 Explosive Response

The Contractor shall maintain the capability to effectively respond to bomb or explosive incidents on site and off-site with DOE approval in accordance with DOE Ms 440.1-1A, 470.4-1 and 470.4-2 and to coordinate the removal or disposal of unexploded or suspect ordnance. These capabilities must include coordinating with the canine explosive detection section and having on staff a full-time Explosive Ordnance Disposal Technician that meets the qualifications cited in DOE M 440.1-1A. Qualified Contractor personnel will establish and maintain appropriate isolation zones around any suspect devices or unexploded ordnance until cleared by a DOE approved Explosive Ordnance Disposal Unit, or by DOE and Contractor management decision. The Contractor shall maintain and control the SRS Explosive Site Plan for the DOE Authority who Has Jurisdiction ("AHJ").

C.5.2.3 Chemical/Biological Response Team (CBRT)

The Contractor shall provide equipped, trained and qualified personnel who are responsible for determining conclusively that a chemical/biological attack has occurred, alerting other protective force members and personnel to the attack, and responding to the attackers in a containment environment. The CBRT will comply with DOE M 470.4-2, Section A, Chapter III and must also be capable of decontamination processing of its own personnel and personal equipment with assistance from the SRS Fire Department. The CBRT must also be able to instruct its own personnel and other emergency responders on chemical/biological threats.

C.5.2.4 Aviation Operations

The Contractor shall provide aviation operations ensuring that all personnel, equipment and operations are compliant with Federal Aviation Regulation 14 CFR Chapter 1, DOE M 470.4-3 Chg 1 Chapter V, and DOE O 440.2B Chg 1. These operations will generally include Federal Aviation Administration (FAA) certified pilots and aircraft maintenance personnel necessary to effectively maintain and operate the two DOE helicopters, which are based on the general site, in various weather conditions at an operational readiness rate of 90 percent. The primary mission of the aviation operations is to provide rapid transportation for the Special Response Team (SRT). Secondary helicopter missions shall include such functions as providing an airborne intelligence gathering/relay station, airborne firing platform, escort/response vehicle, routine patrol of the general site and law enforcement support. Other missions may include, but are not limited to, site photography, forestry and ecological support, and emergency medical evacuations.

The Contractor is required to maintain an FAA airworthiness certification under 14 CFR Part 135.25 for helicopters and associated equipment to include, but not limited to, night vision devices, Forward Looking Infrared (FLIR), and Nitesun. The Contractor shall maintain the capability with personnel and equipment to operate the helicopters in varying weather conditions and to operate under both daytime and nighttime conditions utilizing appropriate instrumentation and equipment. The Contractor shall provide the training necessary for all personnel to maintain proficiency in pertinent aircraft systems.

The Contractor shall have operational control and exclusive use of the two DOE owned helicopters as outlined in the 14 CFR Part 135.25. Further the helicopters will be in the receipt and legal custody of the Contractor through the site's established property assignment policies and procedures. The Contractor shall not delegate its responsibility for any 14

CFR Part 135.25 operational control functions and/or its responsibility to maintain operational control over flight activities to any outside entity. All aircraft will remain in the Contractor's exclusive legal possession for the duration of the executed contract between the Contractor and DOE.

The Contractor must successfully undergo periodic inspections of aviation operations conducted by the DOE Office of Aviation Management, the FAA Flight Standards District Office, the US Environmental Protection Agency and the SC Department of Health and Environmental Control. The Contractor shall maintain compliance with Federal Aviation Regulation 14 CFR Part 119 - Certification: Air Carrier and Commercial Operators, Part 133 - Rotorcraft External Load Operations, Part 135 -Operating Requirements: Commuter and On Demand Operations and Rules Governing persons on Board such Aircraft, and Part 137 - Agricultural Aircraft Operations. Contractor shall have sufficient personnel to meet requirements of and staff all positions in accordance with these regulations.

The pilots, chief pilot and aircraft maintenance personnel must have a thorough knowledge of Federal Aviation Regulation Parts 61, 91, 133, 135, and 137 and maintain compliance with all FAA requirements for their positions. All aircraft maintenance personnel are required to hold FAA Airframe and Power plant certificates. The chief of aircraft maintenance must have FAA Inspection Authorization (IA).

C.5.2.5 Canine Operations

The Contractor shall be responsible for canine handler operations consisting of contractor handlers and DOE-supplied canines, which are trained and qualified in explosive detection and narcotics detection consistent with the a Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) standard, Odor Recognition Proficiency Test (ORPT) and criminal apprehension, to the standards set by the United States Police Canine Association (USPCA). Each canine shall be assigned to at least one (1) SPO handler. Canines shall be kenneled and cared for by the Contractor on the site to the standards required by the Department of Defense for military police dogs. The Contractor shall ensure that all assigned canine teams are certified annually by the USPCA and pass annual Odor Recognition Proficiency Tests.

Additional responsibilities include, but are not limited to: conducting random detector dog inspections; providing explosive detector dog response to area emergencies; conducting random patrols of the site and critical security area(s); providing security compensatory measures during failures/outages of intrusion detection system; and providing patrol dog detection (tracking, scouting, and building search) and apprehension

capabilities of criminal offenders and/or suspected intruders. In addition, at DOE direction and/or with DOE approval, the canine teams provide assistance to law enforcement personnel in the South Carolina counties surrounding the SRS.

C.5.2.6 Material Transportation Security

The Contractor shall be responsible for accompanying shipments of SNM on the SRS and for classified off-site shipments. Protective force personnel serving as escorts must be specially trained and qualified in offensive and defensive vehicular tactics. Such support may include, but not be limited to, the following tasks:

- Coordinating and scheduling all on-site and off-site shipments of any Special Nuclear Material conducted by DOE and NNSA;
- Maintaining and operating shipment vehicles assigned to DOE/NNSA shipment program; maintaining and operating NNSA Safe Secure Transport (SST) vehicles in accordance with Office of Secure Transportation (OST) operations regulations;
- Maintaining Class A and Class B Commercial Drivers with Hazmat endorsement to operate shipment vehicles;
- Providing security for shipments on and off site of DOE assets;
- Providing training for qualified Commercial Drivers License (CDL) operators; and,
- Meeting all Department of Transportation requirements.

C.5.3 TRAINING

C.5.3.1 Planning and Development

The Contractor must establish a formal qualification program which ensures that PF members are competent to perform the tasks within their assigned responsibilities under both normal and emergency conditions and that adequately supports the Government's current and projected staffing needs. Qualification requirements will be supported by a formal training program that develops and maintains the Knowledge, Skills and Abilities (KSAs) required to perform assigned tasks. The qualification and training programs will be based on criteria established by the DOE National Training Center (NTC) as outlined in DOE M 470.4-1, *Safeguards and Security Program Planning and Management*, DOE M 470.4-3 Chg 1, Section A, Chapter IV, and 10 C.F.R. Part 1046, *Physical Protection of Security Interests*. Training criteria will also incorporate site-specific requirements.

The Contractor shall prepare annually (at least every 12 months) a Job Analysis (JA) detailing the required actions or functions for each specific

job assignment. The JA must be used as a basic input document for training requirements, approved by the SRS cognizant security authority, and reviewed and updated annually.

Additionally, the Contractor shall:

- Coordinate and administer Veterans Administration On-The-Job Training Program through the South Carolina Department of Education.
- Program, utilize, and maintain an extensive inventory of Engagement Simulation Systems (ESS) to conduct realistic training and exercises of the protective force.
- Maintain a comprehensive audiovisual program to ensure all training aids, graphic materials, and equipment for classroom presentations support all training activities.
- Serve as Savannah River Site point of contact for all DOE National Training Center approved Professional Education Programs (PEP) courses. Coordinate all DOE site certified and mobile training team courses conducted at Savannah River Site.
- Conduct and maintain a robust Red Cross first responder training program to ensure all designated personnel are certified. Ensure all instructors maintain first aid and CPR certifications.
- Plan, conduct, and evaluate all law enforcement training for the site. Ensure all sworn officers meet and maintain their South Carolina Class 1 Law Enforcement Certification.
- Maintain an effective training program for Emergency Response Organizations and Safeguards and Security First Responders.

C.5.3.2 Weapons Instruction and Qualification

All SPO members of the protective force shall, after a period of training and qualification consistent with DOE M 470.4-3 Chg 1 Section B and approved by DOE, be granted the authority to carry firearms and make arrests.

The Contractor shall maintain a cadre of experienced and qualified firearms instructors and manage two firing range complexes to conduct live fire tactical training and fitness-for-duty weapons qualification. Instructors are required to be intimately familiar with the operation of a

variety of specialized weaponry and effective training techniques to enhance the protective force's weapons proficiency.

C.5.3.3 Physical Fitness

All protective force personnel must comply with applicable medical and physical fitness qualifications set out in 10 CFR Part 1046, *Physical Protection of Security Interests*, and DOE M 470.4-3 Chg 1. The Contractor shall maintain a comprehensive and effective physical fitness program for the protective force approved by DOE. Program personnel will administer all SPO physical fitness for duty qualification tests.

C.5.3.4 Training Program Accreditation and Certification

The Contractor shall:

- Schedule, document, track, and maintain training records on all protective force members. This includes weapons and physical fitness qualifications, protective force leader training, radiation worker training, law enforcement Class 1 officer qualifications, and all annual training.
- Conduct annual staff training to ensure all personnel maintain their technical competence and enhance their professional development.
- Maintain accreditation by the Commission on Accreditation for Law Enforcement Agencies as a Public Safety Training Academy and DOE to conduct all necessary training.
- Maintain accreditation by the American Council on Education.
- Maintain accreditation as an Institutional Academy by the South Carolina Criminal Justice Academy.

C.5.3.5 Leadership & Professional Development

The contractor shall establish and conduct a protective force tactical leader course for recently promoted leaders and conduct sustainment training for all protective force leaders to enhance the tactical skills and decision-making ability of all serving in protective force leadership positions. Additionally, the Contractor shall plan and conduct annual leadership training for all supervisors to enhance their management skills, and their decision making, problem solving, and reasoning abilities.

C.5.4 SECURITY SUPPORT FUNCTIONS

C.5.4.1 Support to the Office of Safeguards, Security and Emergency Services (OSSES)

C.5.4.1.1 Spent Nuclear Fuel Program Support

Such support may include, but is not limited to, planning and coordinating with law enforcement authorities related to the transportation and receipt of Spent Nuclear Fuel.

C.5.4.1.2 Site Personnel Security Support

The Contractor shall provide support in the following areas:

- Self-assessment activities, compliance reviews, technical assessments, and corrective action validation activities.
- DOE clearance requests and potential problem mitigation.
- Records management activities for active and terminated personnel for personnel security investigations.
- Safeguards and Security Awareness briefings and records maintenance.
- Site and facility access for site employees, contractors, and other DOE-SR-approved personnel in accordance with DOE Ms 470.4-1 and 4-2.
- Personnel security investigative reports management in accordance with 10 CFR § 710 and guidelines provided by DOE on a "Case Evaluation" form.
- Personal subject interviews associated with background investigations in accordance with 10 CFR § 710. Document each interview and recommend next appropriate clearance action. Note: The Contractor will have no authority to grant a clearance; the Contractor will request statistical data and reports related to the DOE clearance process only.

C.5.4.1.3 Homeland Security Presidential Directive-12 (HSPD-12) Program Support

The Contractor shall provide assistance in all aspects of processing the HSPD-12 packages: Researching background

investigations received from the Office of Personnel Management; file management; supporting data entry to DOE developed database for tracking and reporting metrics; providing support in the areas of self-assessment activities; compliance review; technical assessment; corrective action validation activities; and, other duties as required pertaining to HSPD-12.

C.5.4.1.4 Foreign Ownership Control and Influence (FOCI) Program Support

The Contractor shall provide expert technical and administrative support for the DOE-SR FOCI Program by: providing assistance in processing FOCI submission packages relating to DOE-SR contracts and other agreements; verifying data as required; returning incomplete or incorrect submission packages to the originator for correction; providing FOCI-oriented analyses on submissions and generating reports of these analyses; preparing draft transmittals, facility National Agency Checks, and other correspondence; coordinating with other agencies; processing responses from other agencies; and maintaining a database to manage the FOCI process. All FOCI activities will comply with applicable DOE directives and be coordinated with the DOE-SR Office of Contracts Management and the Personnel Security functions within DOE-SR OSSES.

C.5.4.1.5 Other Related Site Security Duties

- The Contractor shall provide expert technical and administrative support for the local Personnel Security Database, Terminated Records Image Processing Systems (TRIPS), and DOE Integrated Safeguards Security Electronic Transmission (DISS/ET) Automated Information Systems. In addition, the Contractor shall: provide visitor control, badge issuance and contraband control; and provide property pass control.
- The Contractor shall plan, schedule, organize, and attend appropriately approved meetings, working groups, committees, and symposia as required by DOE Office of Safeguards, Security and Emergency Services (OSSES).
- Document, policy and action review; evaluative studies and analyses; and draft development of reports, correspondence, briefings, announcements, policies, and procedures.

- The Contractor shall provide technical analyses and recommendations pertaining to all aspects of the Operations Security Program and the Foreign Visits and Assignment Program to include:
 - Conducting technical assessments of SRS contractor programs
 - Assisting DOE-SR with self-assessments
 - Assisting in strategic planning activities for both programs identified above

C.5.4.2 Contractor Security Compliance

The Contractor shall ensure internal compliance with all applicable orders and directives specified in Section J, Attachment D that govern the protection of classified information, unclassified controlled information, computer security, operations security (OPSEC), technical security countermeasures, export control, telecommunications, Human Reliability Program (HRP), Drug Free Workplace, Gun Control Act, Workplace Violence Act, personnel security and General Site access control systems, specifically Change 1 of DOE Manuals 470.4-1 and 470.4-3.

Responsibilities shall include, but not be limited to: maintaining an accountable pass and badge system; fabricating and issuing permanent and temporary badges to authorized personnel; processing contract personnel security questionnaires and reviewing same for completeness prior to submittal to the DOE; performing necessary fingerprinting services associated with the DOE issued security clearances; maintaining an accountability system for the control of classified documents; and conducting an employee security indoctrination and ongoing security awareness program.

C.5.4.3 Equipment and Facilities Maintenance

The Contractor shall be responsible for maintenance of all equipment assigned to or obtained by the Contractor. Additionally, the Contractor will maintain keys, locks and combinations to safes pertaining to protective force operations. Equipment must be maintained in a serviceable condition, in keeping with generally accepted practices for the particular type of equipment. Preventive maintenance must be conducted and records maintained. The program consists of conducting effective preventive maintenance and cost-effective repairs for vehicles, watercraft, motorized equipment, a variety of firearms to include engagement simulation systems, trace explosive detection equipment, and a multi-frequency secure radio network consisting of portable, mobile, and fixed station radios. Qualified technicians and armorers are required to perform maintenance and repair services. Armorers must be DOE-certified in

accordance with DOE M 470.4-3. Technicians performing radio maintenance must meet the licensing or certification requirements of the Savannah River Radio Services Procedural Guide. Personnel maintaining engagement simulation systems that perform adjustments to laser transmitters must meet the qualification requirements of DOE M 470.4-3.

The Contractor will not normally be responsible for "landlord" type maintenance to the buildings it occupies. Buildings include all permanent structures including security fences. These landlord maintenance activities shall be agreed upon in Memorandum(a) of Understanding between the Contractor and the applicable site contractor(s) and approved by DOE. The Contractor shall provide the appropriate staff to report, coordinate, and track all maintenance items in buildings occupied or utilized by Contractor personnel in order to ensure the buildings remain safe and habitable. However, maintenance not provided by the landlord operating contractor shall be obtained from other sources. The Contractor shall be responsible to ensure that all Government property both real and personal, whether furnished by the Government or obtained by the Contractor, is maintained in accordance with commonly accepted industrial standards or as specified by DOE through written instructions.

C.5.4.4 Security Planning and Analysis Program

The Contractor shall provide a professional security staff responsible for security planning and analysis functions that ensure cost-effective protection strategies are developed and maintained for all DOE security interests at the Savannah River Site in accordance with DOE M 470.4-1. These functions include: management and participation in the Site Safeguards and Security Planning Program; management of all protective force staffing requirements and force authorizations; allocation of protective force members to include assignments/reassignments; development of an annual staffing plan; development of protective force contingency response plans, security orders, post orders and emergency security operations procedures; identification of compensatory measures; management of all protective force deviations to DOE Order requirements; identification of vulnerabilities and deficiencies in physical security systems, programs and operating designs; development of special purpose performance tests to validate planning assumptions; research and analysis of new technology; conduct of Operational Readiness Reviews; and development of the Contractor's strategic plan.

Appropriate DOE Orders, the DOE Design Basis Threat Guidance and the Adversary Capabilities List will serve as the baseline planning documents for development of associated protection strategies. All planners assigned to this section shall be trained on the use of computerized vulnerability assessment programs such as the Joint Conflict and Tactical Simulation

System, and meet applicable certifications as dictated by the DOE National Training Center. This section shall provide DOE with recommendations to enhance the overall security posture. These recommendations may include but are not limited to: proposed security upgrade projects; safeguards and security equipment capabilities/limitations; commercial security hardware applications; and emergency/routine protective force deployment.

C.5.4.5 Performance Testing Program

The Contractor shall fully implement an effective and compliant performance testing program to plan, conduct, and document exercises and performance tests that evaluate, train, and provide feedback on safeguards and security programs, protective force operations, and protection strategies. In addition, the Contractor shall train and maintain a certified pool of Controllers, Evaluators, and Opposition Force personnel that will support program activities. The Contractor's Performance Assurance Program (PAP) shall systematically evaluate all assigned protection program essential elements and validate the performance of all essential Safeguards & Security protection elements within the contract.

The Contractor shall conduct all performance testing requirements as identified in DOE Manuals 470.4-1 and 470.4-3. In addition, the Contractor shall provide support to DOE and the site operating contractor in the conduct of Command Post, Command Field, and Joint Training Exercises.

C.5.4.6 Safeguards and Security Self-Assessment Program

The Contractor shall maintain an effective Safeguards and Security Self-Assessment Program that complies with the requirements identified in DOE Manual 470.4-1 Section G and local site requirements.

The Contractor shall maintain individuals that possess the qualifications, experience, and training sufficient to review and inspect the topical and sub-topical areas of DOE Form 480.1. These personnel will attend applicable courses provided by the National Training Center (NTC) for self-assessment team leaders and team members. The Contractor shall maintain site certification to conduct the NTC Basic Survey Course at the Savannah River Site.

C.5.4.7 Design/Engineering Services for Small Construction Projects

The Contractor shall provide design and engineering services to meet security infrastructure project needs. An infrastructure project is defined as any expansion, addition, modification or upgrade to a facility, equipment or

system other than routine maintenance. New security facility construction also constitutes an infrastructure project.

The majority of Contractor infrastructure projects shall be funded, designed, and managed by the site Management and Operations (M&O) contractor. However, some infrastructure projects may require design and engineering services provided by the Contractor, such as:

- Barricades
- Entry Control Facilities
- Firing Ranges
- Canine Facilities
- Aircraft Hangars
- Training Facilities.

The DOE Contracting Officer must approve all infrastructure projects of this type.

The Contractor shall ensure that design input meets infrastructure project functional requirements and is in accordance with all applicable: Federal and state laws; DOE Orders; Industry Standards; Savannah River Site Standards; and, Integrated Safety Management principles and functions. The Contractor will review documentation pertaining to cost, scope, and schedules to ensure alignment with infrastructure needs. The Contractor will prepare or assist with preparation of task requirements and criteria, Statements of Work, Requests for Proposals, and selection of the Design and Engineering Agency. The Contractor will coordinate funding and prioritization issues with the site operating contractor, as required.

All infrastructure projects must be managed in accordance with the site configuration controls. The Contractor shall develop pertinent design input and provide DOE with complete design and engineering packages that will be utilized during the construction phase of projects. All design activities will adhere to applicable DOE Orders and governing technical standards. The Contractor will coordinate with appropriate DOE Program and Budget managers in developing and managing budgets to support the Scope of Work and with appropriate DOE Program managers and the site operating contractor organizations to assure that all work under the program is properly integrated with other site activities. The Contractor will be responsible for Service Contract Act and Davis Bacon Act compliance as it applies to small construction project work.

C.5.5 PROGRAM SUPPORT

C.5.5.1 Environmental Protection Program

The Contractor shall provide a comprehensive Environmental Compliance and Pollution Prevention Program that ensures compliance with all applicable federal, state, and DOE environmental protection orders and the National Environmental Policy Act.

The Contractor shall develop and maintain an Environmental Management System (EMS) that fully complies with DOE orders and the ISO 14001 EMS Standards.

The Contractor shall serve as liaison for U.S. Environmental Protection Agency Region IV, the South Carolina Department of Health and Environmental Control, and the Natural Resources Conservation Service; and conduct environmental monitoring through field sampling and analyses.

C.5.5.2 Safety and Health Program

The Contractor shall provide a comprehensive safety program that encompasses occupational safety; physical fitness, firearms, and includes all security programs within this statement of work. The Contractor shall provide these programs to adequately protect employees from occupational safety and health hazards.

The Contractor shall maintain or develop Occupational Safety and Health (OS&H) programs based on an Integrated Safety Management System (ISMS). The Contractor shall develop a safety program that is acceptable to DOE and in accordance with the contract clause entitled DEAR 952.223-71 Integration of Environment, Safety, and Health into Work Planning and Execution, (DEC 2000). DOE requirements include all OSHA standards plus additional safety features due to the unique DOE mission.

C.5.5.3 Administration

C.5.5.3.1 Employee Benefits

The Contractor shall develop, implement, communicate and administer a Contractor Compensation Program for: performing job evaluations; developing job structures; conducting and utilizing salary surveys; administering pay policies and practices, developing an annual Salary Increase Fund; evaluation and self-audit of compensation policies and

practices; administering an accrual system for vacation, holidays, and sick leave; and submitting reports to DOE through the Workforce Information System (WFIS).

The Contractor shall develop, implement, communicate and administer Contractor Benefits Programs consisting of Group Life, Health and Dental Health Coverage, Short- and Long-Term Disability, COBRA, 401(k) and/or Retirement Plan. The Contractor shall administer Risk Management Programs for Automobile, Aviation, General Liability and Workers' Compensation.

Employee Personnel and Benefits Records shall be established and maintained. A Human Resource Information System shall be utilized for establishing employee records, updating information, and reporting. Compensation and benefits data shall be compiled and provided to internal and external auditors, DOE and subcontractors supporting the contract. Compensation and Benefits Programs shall be in compliance with DOE, state and federal laws, rules and regulations as well as the provisions of the contract.

C.5.5.3.2 Employee Management Programs

The Contractor shall maintain an off-site location suitable to recruit, select, and promote applicants into vacant positions without regard to race, color, religion, gender, age, national origin, marital or veteran status, or physical disability. To retain highly qualified employees, various reward and recognition programs/policies will be administered to maintain employee morale. A confidential Employee Assistance Program (EAP) will be made available to Contractor employees and their immediate dependents.

The Contractor shall submit a Diversity Plan to the Contracting Officer for approval within 90 days after the effective date of contract (or contract modification, if appropriate). The Contractor shall submit an update to the Plan annually. The Contractor's Diversity Plan shall include innovative strategies for increasing opportunities to fully use the talents and capabilities of a diverse workforce. The Plan shall address, at a minimum, the Contractor's approach for promoting diversity through: the Contractor's Work Force: Educational Outreach; Community Involvement and Outreach; Subcontracting; Economic Development (including Technology Transfer); and the Prevention of Profiling based on Race or National Origin.

The Contractor shall develop, implement, communicate, and administer an Employee Concerns Program (ECP) to encourage personnel to come forward, without fear of reprisal, with information they believe is evidence of unsafe, unlawful, fraudulent, or wasteful practices in accordance with DOE Order 221.1. The Contractor shall submit an implementation plan to the Contracting Officer for approval within 90 days of contract award that describes its ECP. The Contractor's ECP shall implement all programmatic requirements in DOE Order 442.1A and DOE Guide 442.1-1, Employee Concerns Program. Additional responsibilities of the Employee Concerns Section shall include, but are not be limited to: administering the Affirmative Action Program, Equal Employment Opportunity Program, Family and Medical Leave Act, and Alternative Dispute Resolution Program to ensure compliance with state and federal laws, and to establish and maintain effective employee relations through uniform and equitable application of DOE Orders and organization policies and procedures.

With respect to labor relations support, the Contractor shall provide for the establishment and administration of the Collective Bargaining Agreement; execution and administration of the grievance/arbitration procedures; establishment and maintenance of disciplinary files and history; any necessary interaction with external agencies such as the National Labor Relations Board (NLRB), Federal Mediation and Conciliation Services (FMCS), etc.; and coordination as necessary with DOE.

C.5.5.3.3 Accounting Services

Accounting services shall be provided to fulfill internal and external reporting requirements, including, but not limited to: implementing financial software systems and maintaining financial database integrity for accounting/payroll processes; executing all phases of the payroll/labor distribution/fringe benefit and accounts payable functions to ensure procedural as well as federal and state regulatory compliance; coordinating all company business travel arrangements and reimbursements for Contractor personnel: promptly vouchering and disbursing monies due to ensure fiscal responsibility and accountability; planning, developing, and administering financial controls and procedures to ensure compliance with Contractor policies regarding the safeguarding of DOE assets; ensuring contract compliance with Cost Accounting Standards, applicable DOE

Orders, and other Government regulations; and assisting internal and external auditors in conducting financial systems and cost-incurred audits.

C.5.5.3.4 Budget and Cost Management Services

The Contractor shall provide budgeting and cost management services including, but not limited to: implementing software systems and maintaining database integrity for budgeting and cost management functions; maintaining a system for segregating hours worked and costs by DOE funding program element for analysis and reporting purposes; developing and justifying budgets and Annual Operational Plans as required by DOE, monitoring actual activity, and providing periodic status reports and reviews to DOE to include, as necessary, variance analyses, revised forecasts, and funding impacts; preparing cost estimates and analyses as required to substantiate or determine the feasibility of various scenarios in the conduct of operations; and coordinating with DOE the transfer of funding for work performed by/for other Government agencies/contractors.

C.5.5.3.5 Litigation Services

The Contractor shall direct the litigation process, to include: interpreting the guidance contained in DOE 10 CFR 719; coordinating with DOE-SR Office of Chief Counsel to obtain prior approval before initiating litigation, appeal of adverse decisions or defense of litigation filed; and selection of the best risk avoidance approach, supervising the work of outside counsel, approving billing invoices prior to submission to DOE, and submitting approved litigation billing for payment.

C.5.5.3.6 Information Technology Support Services

In providing information technology support of critical business systems and leveraging the benefits of replacing outdated manual processes with electronic ones, the Contractor shall adhere to DOE and site standards and requirements and best cyber security practices to include ensuring operating system patches and virus updates are monitored conscientiously and installed in a timely manner to avoid vulnerabilities or to close them as soon as they are identified. Servers and workstations shall be configured to prevent intrusion and scanned frequently to detect potential vulnerabilities. Encryption shall be employed as required by DOE and site standards. Business continuity and disaster recovery options shall be readily available.

C.5.5.3.7 Reports and Records

The Contractor shall provide a staff trained and proficient in collecting daily or routine reports, information, records and documents which detail the actions and responsibilities of the Security and Law Enforcement operations. Personnel assigned to this staff shall be proficient in conducting trend analysis; evaluation of reports and logs; classification and storage; automated submission of state records, reports and logs; compiling reports and data for additional charts, graphs and reports, as well as protecting privacy act information and documents from unauthorized access or disclosure. The Contractor shall complete, compile, and submit routine and specific Uniform Crime Reports and Criminal Information Exchange data to state and federal organizations in compliance with their requirements and timelines.

The Contractor shall ensure proper preparation of a Daily Log for each protective force section. The log will be used to list all activities and incidents, by time of occurrence, for each 24-hour period. The Contractor shall also be required to prepare reports on offenses, security violations and infractions, fires, bomb threats and all other unusual incidents, as specified in the Contractor's Security, Post and Emergency Orders and Contingency Plan, or, as directed by the DOE. The Contractor shall maintain a copy of such reports. A copy shall be forwarded to the DOE Director of the Office of Safeguards, Security & Emergency Services within 24 hours after the end of the period.

C.5.5.3.8 Other Administrative Services

The Contractor shall conduct purchasing and subcontracting functions for all required materials and services in accordance with FAR and DEAR, Executive Orders, DOE Orders, Acquisition Letters, and other applicable requirements; develop annual Small Business Plans to set goals for awarding purchases and subcontracts in accordance with Small Business Program requirements, and ensure that goals are met; purchase items in accordance with the Environmental Protection Agency guidelines for recycled/reclaimed materials; conduct shipping and receiving functions for the Contractor in accordance with U.S. Department of Transportation guidelines, FAR and DEAR; administer the contract with DOE; and maintain an Interface Protocol Document, including accompanying Memorandums of

Understanding, with the Savannah River Site operating contractor.

C.5.5.4 Public Information and External Affairs

The Contractor shall provide a public affairs function that responds to national and local news media on matters relating to the Contractor's site-specific security mission, and national security as it applies to the Savannah River Site mission. The external communications material shall include news releases, statements, speeches, brochures, and community outreach initiatives. The Contractor shall: provide a corporate liaison with community leaders and civic organizations, helping ensure that the SRS mission and Contractor's security function are adequately communicated within the site's surrounding communities; provide an interface with the DOE Office of External Affairs and the Public Relations Department of the operating contractor, ensuring a cohesive communications plan from SRS to external audiences; conduct employee morale activities that promote a cohesive environment of inclusion; and, develop policies and procedures that ensure the public information and internal communications function are conducted effectively, ethically and within applicable copyright laws.

C.5.5.5 Quality Assurance

The Contractor shall develop and maintain a quality assurance program in accordance with DOE Order 414.1C as appropriate for security services which incorporates the concepts of Conduct of Operations, Contractor Assurance System Description, and the Integrated Safety Management System. The Contractor shall also develop and implement a Quality Improvement Program, which includes program/process benchmarking, team building training, employee recognition, and employee involvement in an employee quality improvement suggestion program. The Contractor shall develop and implement programs in accordance with DOE M 470.4-1, 4-2 and 4-3 Orders for Occurrence Reporting, Lessons Learned/Operating Experiences, Suspect/Counterfeit Items, Performance Indicators, Accident/Investigation of Incidents, and Deficiency Management.

C.5.5.6 Logistics

The contractor shall develop, implement, and administer policies, programs, and procedures that provide for an effective property management program to include, but not be limited to the following tasks:

- Provide services for laundry, boot/shoe repair, and bottled water;
- Provide and maintain a supply facility maintaining uniforms, personal equipment, and other items in support of the protective force mission;

- Provide logistics support for all assigned weapons;
- Develop, implement, and administer policies, programs, and procedures that ensure adequate controls of firearms and ammunition/explosives;
- Provide for the acquisition and accountability of authenticator matrix cards;
- Provide for the acquisition of telecommunications services to include telephone, facsimile, cellular, regional pagers, STU III, and others as may be requested;
- Provide sewing services to include uniform alterations, sewing of patches and name tags;
- Provide general maintenance/repair and fabrication services;
- Perform all planning for communications services;
- Perform electronics repair to include random selectors, Engagement Simulation System (ESS) equipment, trans-friskers, and other equipment as directed; and,
- Provide administrative support to effect compliance with requirements for capital asset management.

C.5.5.7 Personal Property Management Program

The Contractor shall develop and execute a DOE-SR contracting officer approved, Personal Property Management System (PPMS) and protection program. All requirements identified in the Department of Energy Personal Property Management Program DOE O 580.1 - Contractor Requirements Document, Department of Energy Property Management Regulation 41 CFR §109, Federal Property Management Regulations 41 CFR §101, and the Federal Management Regulation 41 CFR §102 will apply when developing the organization's PPMS. Due to the nature of this work a thorough knowledge of munitions list items and demilitarization techniques, as outlined in the Defense Demilitarization Manual, is also required. With respect to administrative duties, activities shall include establishing and maintaining an appropriate document control system, accurate inventory records and a historical record file system. With respect to logistical support, the Contractor shall provide for the acquisition, accountability, maintenance, and disposition of all Government property.

C.5.5.8 Post, General and Emergency Orders

The Contractor shall develop, issue and maintain general and specific orders, details, procedures and other instructions as may be necessary, or as directed by the Contracting Officer, in accordance with the most recent version of DOE M 470.4-3, to inform protective force personnel of the nature of their duties and to guide them in the successful performances thereof. These instructions will also include policies and procedures to be followed in emergency situations. These instructions shall be based upon DOE Orders or other written DOE guidance. DOE reserves the right to approve these instructions upon specific request. All

General, Post and Emergency Orders shall be reviewed by the Contractor every six months at a minimum to ensure the procedures are meaningful, accurate and current. The dates of such reviews and results shall be forwarded to DOE upon request.

C.5.6 TRANSITION ACTIVITIES

- (a) During the transition period, as specified in the clause in Section F entitled "Period of Performance," the Contractor shall perform those activities that are necessary to transition work from the incumbent contractor in a manner that (1) assures that all work for which the Contractor is responsible under the contract is continued without disruption; (2) provides for an orderly transfer of resources, responsibilities, and accountability from the incumbent contractor; and (3) provides for the ability of the Contractor to perform the work in an efficient, effective, and safe manner. The Contractor is responsible for providing all necessary personnel and logistical support (office space, computers, telephone, etc.) during the transition period, unless specifically directed otherwise by the Contracting Officer.
- (b) The Contractor shall submit a transition plan and budget to the Contracting Officer for approval within 5 working days after award of the contract. The plan shall include a schedule of major activities, and address as a minimum:
 - Communication process among DOE, the incumbent SRS Contractor, assigned subcontractors, incumbent employees, other SRS contractors, and site tenants;
 - Identification of key transition issues and milestones;
 - Identification of a transition team (inclusive of consultants and teaming members, if any);
 - Integration of work packages (direct and indirect) and budgets from incumbent contractors;
 - Approach to minimizing impacts on continuity of operations;
 - Dispute Resolution;
 - Assumption of protective force operations;
 - Human resource management;
 - Implementation of existing or proposed management and operating systems (e.g., Project Management, Integrated Safety Management Operating Procedures, General Electronic Data Processing, Budget and Planning, Purchasing Material, Compensation, Labor/Payroll, Indirect and Direct Costs, Property Management, Billing and Estimating);
 - A cost breakdown sufficient to support the proposed transition budget;
 - Development of all interface control documents;
 - Assumption of permits, applications, licenses, and other regulatory documents;

- (c) The Contractor shall submit within 90 days of contract award a final report of the names of Incumbent Employees to be hired under this Contract.
- (d) After completion of the transition activities contained in the approved transition plan and such other transition activities as may be authorized or directed by the Contracting Officer, the Contractor shall notify the Contracting Officer in writing that it is ready to assume full responsibility for the work. The Contractor shall assume full responsibility for the work upon the date specified in writing by the Contracting Officer.